

SECRET

18 APR 1968

MEMORANDUM FOR: Acting Deputy Director for Support

SUBJECT : Exemption to Agency Retirement Policy - Printing Services Division Personnel

1. How CIA thinks through this problem will, and correctly should, affect our major policy decisions regarding the CIA age 60 retirement policy.

2. It seems to be pretty generally accepted by Agency management and the General Counsel that the 57 remaining GPO employees must be exempted from the retirement policy in view of specific commitments made to them. In my opinion, the exemption can be restricted successfully to this small group if properly and firmly explained. However, it will be pointed out that Printing Services Division employees are historically highly trade union oriented in their traditions and thinking. With such orientation, there will doubtless be complaints of discrimination and possibly some risk of publicity through union efforts. The Agency could withstand this if it has a sound rationale for its policy and if it explains clearly that it is only our desire to keep faith with the 57 that persuades us to discriminate among equivalent employees.

3. If, however, the entire Printing Services Division group were excluded from policy, I believe we would be in an untenable position vis-a-vis other Wage Board and equivalent types of employees. The next step would immediately bring in a case for exemption of all lower graded GS employees.

4. In sum, I truly think the practical alternatives available to CIA are to:

a. Hold the policy line, exempting only the 57 former GPO employees or,

b. Establish a grade level for the exclusion of all lower graded CIA employees.

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5. I recommend that any consideration of exempting all Printing Services Division employees from the retirement policy be deferred and be part of the deliberations on the retirement policy itself.



Special Assistant to the
Deputy Director for Support
for Special Studies

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